

## COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

## SECTION 1 - General Information

1. Name and Mailing Address of Respondent

Alaska Communications Systems  
600 Telephone Avenue MS #15  
Anchorage, AK 99503☐ Check here if this  
is a change of  
address.

2. Year Report Filed

2018

3. Reporting Period (Ending Date of Pay  
Period Covered by Report)

01/06/2018

4. Number of Full-Time Employees during Selected  
Reporting Period (check one):

- a.
- ☐
- Fewer than 16 (complete Sections I, IV, and V only)
- 
- b.
- ☒
- 16 or more (complete all sections)

## SECTION II - Full-Time Employees.

SECTION II - Full-Time Employees.

Job Categories	Number of Employees (Report employees in only one category)															
	Race/Ethnicity															
	Hispanic or Latino		Not-Hispanic or Latino												Total Columns A - N	
			Male						Female							
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N		O
Executive/Senior Level Officials and Managers	1.1			8	1		1			2	1		1			14
First/Mid-Level Officials and Managers	1.2		1	41					1	20			1		1	65
Professionals	2	2	1	108	3		13	1	6	47	1		4	1	4	191
Technicians	3			1												1
Sales Workers	4		2	15	4		2			14	1					38
Administrative Support Workers	5		4	11	4		3		2	62	10	1	9	3	5	114
Craft Workers	6	1		129	3		5	6	4	8				1		157
Operatives	7															0
Laborers and Helpers	8			1												1
Service Workers	9						1			1						2
TOTAL	10	3	8	314	15	0	25	7	13	154	13	1	15	5	10	583
PREVIOUS YEAR TOTAL	11	3	9	339	14	0	23	10	14	172	12	2	16	6	9	629

**SECTION III - Part-Time Employees.**


Job Categories		Number of Employees (Report employees in only one category)														Total Columns A - N
		Race/Ethnicity														
		Hispanic or Latino		Not-Hispanic or Latino												
				Male						Female						
		Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
Executive/Senior Level Officials and Managers	1.1														0	
First/Mid-Level Officials and Managers	1.2														0	
Professionals	2								1						1	
Technicians	3														0	
Sales Workers	4														0	
Administrative Support Workers	5								3						3	
Craft Workers	6							1							1	
Operatives	7														0	
Laborers and Helpers	8														0	
Service Workers	9														0	
<b>TOTAL</b>	10	0	0	0	0	0	0	1	0	4	0	0	0	0	5	
<b>PREVIOUS YEAR TOTAL</b>	11	0	0	2	0	0	0	1	0	7	0	0	0	0	10	

**SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.**

- ☐ This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.
- ☒ This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company.  
(Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.)

**SECTION V - Certification**

I certify that to the best of my knowledge, information, and belief, all statements in this report are true and correct.

Date 03/08/2018	Typed or Printed Name of Person Signing Diedre Williams	Signature 	Telephone No. (907) 564-1161
Title of Person Signing Vice President, Human Resources		WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FORFEITURE (47 U.S.C. 503).	

*new*

**STATEMENT OF ALASKA COMMUNICATIONS SYSTEMS HOLDINGS, INC.**  
**REPORT OF DISCRIMINATION COMPLAINTS**  
**PURSUANT TO 47 CFR, 22.321, 23.55, 101.4 AND 101.311**

Pursuant to the Sections 22.321, 23.55, 101.4 AND 101.311 of the Commissions' Rules, Alaska Communications Systems Group of companies, hereby certifies that since the date of its last report, the following complaints have been filed before a body having competent jurisdiction, alleging violation of the equal employment provisions of federal, state, or local laws:

ASCHR = Alaska State Commission on Human Rights

MOAERC = Municipality of Anchorage Equal Rights Commission

EEOC = Equal Employment Opportunity Commission

Claimant	Charge	Agency Filing(s)	Status
Lisa Morrow	04-18-2017	MOAERC 17-168	Closed

Signed and dated this 15<sup>th</sup> day of February, 2018.

By:   
Diedre Williams, Vice President of Human Resources  
Alaska Communications

Count of EEO-1 Job Category	Column Labels						
	Full-Time		Full-Time Total	Part-Time		Part-Time Total	Grand Total
Row Labels	Female	Male		Female	Male		
<b>Administrative Support Workers</b>							
American Indian/Alaska Native	3		3				3
Asian	9	3	12				12
Black or African American	10	4	14				14
Hispanic or Latino	4		4				4
Nat Hawaiian/Oth Pac Islander	1		1				1
Two or More Races	5	2	7				7
White	62	11	73	3		3	76
<b>Administrative Support Workers Total</b>	<b>94</b>	<b>20</b>	<b>114</b>	<b>3</b>		<b>3</b>	<b>117</b>
<b>Craft Workers</b>							
American Indian/Alaska Native	1	6	7		1	1	8
Asian		5	5				5
Black or African American		3	3				3
Hispanic or Latino		1	1				1
Two or More Races		4	4				4
White	8	129	137				137
<b>Craft Workers Total</b>	<b>9</b>	<b>148</b>	<b>157</b>		<b>1</b>	<b>1</b>	<b>158</b>
<b>Exec/Sr Level Officials &amp; Mgrs</b>							
Asian	1	1	2				2
Black or African American	1	1	2				2
White	2	8	10				10
<b>Exec/Sr Level Officials &amp; Mgrs Total</b>	<b>4</b>	<b>10</b>	<b>14</b>				<b>14</b>
<b>First/Mid-lvl Officials &amp; Mgrs</b>							
Asian	1		1				1
Hispanic or Latino	1		1				1
Two or More Races	1	1	2				2
White	20	41	61				61
<b>First/Mid-lvl Officials &amp; Mgrs Total</b>	<b>23</b>	<b>42</b>	<b>65</b>				<b>65</b>
<b>Laborers and Helpers</b>							
White		1	1				1
<b>Laborers and Helpers Total</b>		<b>1</b>	<b>1</b>				<b>1</b>
<b>Professionals</b>							
American Indian/Alaska Native	1	1	2				2
Asian	4	13	17				17

Black or African American	1	3	4				4
Hispanic or Latino	1	2	3				3
Two or More Races	4	6	10				10
White	47	108	155	1		1	156
<b>Professionals Total</b>	<b>58</b>	<b>133</b>	<b>191</b>	<b>1</b>		<b>1</b>	<b>192</b>
<b>Sales Workers</b>							
Asian		2	2				2
Black or African American	1	4	5				5
Hispanic or Latino	2		2				2
White	14	15	29				29
<b>Sales Workers Total</b>	<b>17</b>	<b>21</b>	<b>38</b>				<b>38</b>
<b>Service Workers</b>							
Asian		1	1				1
White	1		1				1
<b>Service Workers Total</b>	<b>1</b>	<b>1</b>	<b>2</b>				<b>2</b>
<b>Technicians</b>							
White		1	1				1
<b>Technicians Total</b>		<b>1</b>	<b>1</b>				<b>1</b>
<b>Grand Total</b>	<b>206</b>	<b>377</b>	<b>583</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>588</b>